

~~ADMINISTRATIVE INTERNAL USE ONLY~~

Of those elements within the DDS&T who use written criteria and have scheduled evaluation exercises - the following are positive aspects:

1. Competitive rankings are held at least once each year and in many cases more often.
2. Annual review of existing criteria is used in conjunction with the evaluation exercise.
3. Individual, as well as group ranking is required.
4. Written criteria is published and made available to all officers being evaluated.

Negative or problem aspects of the written criteria and scheduled evaluation exercises are:

1. The existing evaluation system does not identify officers as marginal performers - it serves only to identify officers for promotion, training and possible reassignment.
2. There is not directorate - wide use of written criteria. Where written criteria is used it is not always available for review by those officers being evaluated.
3. There is no evidence of "cross-ranking". Officers are generally ranked only by their Branch or Section Chiefs.
4. There is little or no coordination of the promotion and evaluation exercises at the Directorate level.
5. There is virtually no rotation of evaluation board membership.

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